



# Public report

2017-18

Submitted by

Legal Name:
Adelaide Football Club Limited





# Organisation and contact details

Submitting organisation details	Legal name	Adelaide Football Club Limited		
	ABN	48008101568		
	ANZSIC	R Arts and Recreation Services 9112 Sports and Physical Recreation Clubs and Sports Professionals		
	Business/trading name/s	Adelaide Football Club		
	ASX code (if applicable)			
	Postal address	105 WEST LAKES BOULEVARD WEST LAKES SA 5021 AUSTRALIA		
	Organisation phone number	(08) 8440 6666		
Reporting structure	Number of employees covered by this report	121		

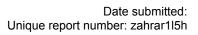




# Workplace profile

# Manager

Management	Demonstrate OFO	Francis and other a		ı	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	М	Total employees
		Full-time permanent	0	1	1
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
	Part-time permanent   Part-time contract	0	0	0	
		Full-time permanent	0	7	7
Key management personnel		Full-time contract	0	1	1
	-1	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	0	3	3
Other executives/General managers	-2	Full-time contract	0	2	2
		Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	2	4
		Full-time contract	1	2	3
	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
Conjus Managara		Casual	0	0	0
Senior Managers		Full-time permanent	0	0	0
		Full-time contract	1	1	2
	-3	Part-time permanent	0	0	0
			0	0	0
		Casual	0	0	0
		Full-time permanent	1	3	4
		Full-time contract	1	2	3
Other managers	-2	Part-time permanent	1	0	1
		Part-time contract	0	0	0
		Casual	0	0	0







Manager equipational actorories	Departing level to CEO	Employment status		No. of employees			
Manager occupational categories	Reporting level to CEO			М	Total employees		
		Full-time permanent	1	1	2		
		Full-time contract	1	1	2		
	-3	Part-time permanent	0	0	0		
		Part-time contract	0	0	0		
		Casual	0	0	0		
Grand total: all managers	9	26	35				

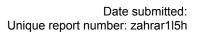




# Workplace profile

## Non-manager

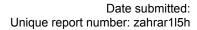
Non manager appunational actogories	Employment status	No. of employees (excluding graduates and apprentices) No. of graduates (if applicable		s (if applicable)	No. of apprentic	Tatal ameniavasa		
Non-manager occupational categories		F	M	F	М	F	M	Total employees
	Full-time permanent	12	7	0	0	0	0	19
	Full-time contract	2	23	0	0	0	0	25
Professionals	Part-time permanent	4	0	0	0	0	0	4
Professionals	Part-time contract	2	1	0	0	0	0	3
	Casual	1	0	0	0	0	0	1
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	1	2	0	0	0	0	3
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	1	0	0	0	0	0	1
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	7	0	0	0	0	0	7
	Full-time contract	4	1	0	0	0	0	5
Clerical and administrative	Part-time permanent	4	0	0	0	0	0	4
	Part-time contract	0	1	0	0	0	0	1
	Casual	9	1	0	0	0	0	10
	Full-time permanent	0	1	0	0	0	0	1
	Full-time contract	0	1	0	0	0	0	1
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0







Non manager assumptional estageries	Employment status	No. of employees (excluding graduates and apprentices)		No. of graduates (if applicable)		No. of apprentices (if applicable)		Total ampleyees
Non-manager occupational categories	Employment status	F	M	F	М	F	М	Total employees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	1	0	0	0	0	1
Others	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		47	39	0	0	0	0	86







# Reporting questionnaire

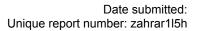
## Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

#### NB. IMPORTANT:

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2017 to 31 March 2018. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- 1. Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

1.1	Recruitment  ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.2	Retention   ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority
1.3	Performance management processes   ☐ Yes (select all applicable answers) ☐ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority







1.4	Promotions
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.5	Talent identification/identification of high potentials
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☑ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.6	Succession planning
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>☑ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.7	Training and development
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> </ul>
1.8	Key performance indicators for managers relating to gender equality
	<ul> <li>Yes (select all applicable answers)</li> <li>☐ Policy</li> <li>☐ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed 6.2019</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Not a priority</li> </ul>
1.9	Gender equality overall
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>☑ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☑ Currently under development, please enter date this is due to be completed 6.2019</li> <li>□ Insufficient resources/expertise</li> </ul>





☐ Not a priority

1.10 How many employees were promoted during the reporting period against each category below?
IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-managers	
	Female	Male	Female	Male
Permanent/ongoing full-time employees	2	3	2	2
Permanent/ongoing part-time employees	0	0	0	0
Fixed-term contract full-time employees	0	0	2	1
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	3	3
Number of appointments made to NON-MANAGER roles (including promotions)	7	8

1.12 How many employees resigned during the reporting period against each category below?

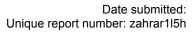
	Mana	Managers		nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	0	3	3	3
Permanent/ongoing part-time employees	1	0	0	0
Fixed-term contract full-time employees	1	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	0	0	0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

# Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.







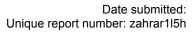
2.1	Please answer the following	questions	relating to e	each governing	body	covered in this rep	ort.

Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.1a.1	Organisation name?						
	Adelaide Football Club						
2.1b.1	How many Chairs on this governing bo	ody?					
		Female	Male				
	Number	0	1				
2.1c.1	How many other members are on this	governing body (excluding the Chair/s	s)?				
		Female	Male				
	Number	2	5				
2.1g.1	<ul> <li>No (you may specify why a target has not been set)</li></ul>						
	☐ Yes ☑ No						
2.2	Do you have a formal selection policy organisations covered in this report?	and/or formal selection strategy for go	overning body members for ALL				
	☐ In place for some governing bo☐ Currently under development,☐ Insufficient resources/expertise	please enter date this is due to be compl	leted				

2.3 Does your organisation operate as a partnership structure (i.e. select NO if your organisation is an "incorporated" entity - Pty Ltd, Ltd or Inc; or an "unincorporated" entity)?







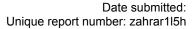
	Yes
$\boxtimes$	No

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.

# Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

	and Andread all and Penalthe and and an
⊠ Y	es (select all applicable answers) ☐ Policy
	☐ Folloy ☐ Strategy
	o (you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	<ul> <li>☐ Salaries set by awards/industrial or workplace agreements</li> <li>☐ Non-award employees paid market rate</li> </ul>
	☐ Not a priority
	Other (provide details):
3.1	Are specific gender pay equity objectives included in your formal policy and/or formal strategy?
	Yes (provide details in question 3.2 below)
	No (you may specify why pay equity objectives are not included in your formal policy or formal strategy)
	☐ Currently under development, please enter date this is due to be completed
	6.2019
	Salaries set by awards/industrial or workplace agreements
	☐ Insufficient resources/expertise ☐ Non-award employees paid market rate
	☐ Not a priority
	Other (provide details):
	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e.
	e you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ducted a gender pay gap analysis)?
con	
con	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months
con	ducted a gender pay gap analysis)?  es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months  Within last 1-2 years
con	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years  More than 2 years ago but less than 4 years ago
CON:	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
□ Y	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): o (you may specify why you have not analysed your payroll for gender remuneration gaps)
CON•	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):
□ Y	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):  (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed 6.2019 Insufficient resources/expertise
CON•	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):  (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed 6.2019 Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no
cond Y	es - the most recent gender remuneration gap analysis was undertaken:  Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details):  (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed 6.2019 Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):  o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):  o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):  o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details):  o (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no a for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years     More than 2 years ago but less than 4 years ago   Other (provide details):   O (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no not for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance ssments)   Non-award employees paid market rate   Non-award employees paid market rate
cond Y	es - the most recent gender remuneration gap analysis was undertaken:    Within last 12 months   Within last 1-2 years   More than 2 years ago but less than 4 years ago   Other (provide details): 0 (you may specify why you have not analysed your payroll for gender remuneration gaps)   Currently under development, please enter date this is due to be completed   6.2019   Insufficient resources/expertise   Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or fications)   Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there om for discretion in pay changes (because pay increases can occur with some discretion such as performance sesments)   Non-award employees paid market rate







4.2 If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below:

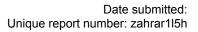
# Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities

This indicator will enable the collection and use of information from relevant employers about the availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

5.		MARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having responsibility for the day-to-day care of a child.
		provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND addition to any government funded parental leave scheme for primary carers?
	time ov  No, indicate time ov No, paid pa	. (Please indicate how employer funded paid parental leave is provided to the primary carer):  □ By paying the gap between the employee's salary and the government's paid parental leave scheme □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of the which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination)  we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please a how employer funded paid parental leave is provided to women ONLY): □ By paying the gap between the employee's salary and the government's paid parental leave scheme □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of the very like it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination)  we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded trental leave is provided to men ONLY): □ By paying the gap between the employee's salary and the government's paid parental leave scheme □ By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of the which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks □ As a lump sum payment (paid pre- or post- parental leave, or a combination)  not available (you may specify why this leave is not provided) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Government scheme is sufficient □ Not a priority □ Other (provide details):
		How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		6
5a.	carers	organisation would like to provide additional information on your paid parental leave for primary e.g. eligibility period, where applicable the maximum number of weeks provided, and other ements you may have in place, please do so below.
	Maximu	um weeks is 12.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY

In your calculation, you MUST INCLUDE CASUALS when working out the proportion.

**CARERS?** 





6.

6a.



□ <10%         □ 10-20%         □ 21-30%         □ 31-40%         □ 41-50%         □ 51-60%         □ 61-70%         □ 71-80%         □ 81-90%         ☑ 91-99%         □ 100%
A "SECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the primary carer.
Do you provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and women, in addition to any government funded parental leave scheme for secondary carers?
<ul> <li>Yes</li> <li>No, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave)</li> <li>No, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY</li> <li>No (you may specify why employer funded paid parental leave for secondary carers is not paid)</li> <li>Currently under development, please enter date this is due to be completed</li> <li>Insufficient resources/expertise</li> <li>Government scheme is sufficient</li> <li>Not a priority</li> <li>Other (provide details):</li> </ul>
6.1 How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provided to eligible employees:  5
If your organisation would like to provide additional information on your paid parental leave for SECONDARY CARERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
6.2 What proportion of your total workforce has access to employer funded paid parental leave for SECONDARY CARERS?  • In your calculation, you MUST INCLUDE CASUALS when working out the proportion.  □ <10% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 51-60% □ 71-80% □ 71-80% □ 81-90% □ 91-99% □ 100%

7. How many MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

		Primary carer's leave		Secondary carer's leave	
		Female	Male	Female	Male
Managers	1		0	0	1





7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Primary carer's leave		Secondary carer's leave	
	Female	Male	Female	Male
Non-managers	4	0	0	0

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	0	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
  - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
  - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

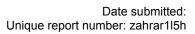
	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	<ul> <li>Yes (select all applicable answers)</li> <li>□ Policy</li> <li>□ Strategy</li> <li>□ No (you may specify why no formal policy or formal strategy is in place)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Don't offer flexible arrangements</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	<ul> <li>✓ Yes (select all applicable answers)</li> <li>✓ Policy</li> <li>─ Strategy</li> <li>☐ No (you may specify why no formal policy or formal strategy is in place)</li> <li>☐ Currently under development, please enter date this is due to be completed</li> <li>☐ Insufficient resources/expertise</li> <li>☐ Included in award/industrial or workplace agreement</li> <li>☐ Not a priority</li> <li>☐ Other (provide details):</li> </ul>

Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities

(eg, employer-subsidised childcare, breastfeeding facilities)?

11.

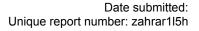






☐ No	(you may specify why non-leave based measures are not in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	Not a priority
	Other (provide details):
11.1	Please select what support mechanisms are in place and if they are available at all worksites.
	Where only one worksite exists, for example a head-office, select "Available at all worksites".
	· · · · · · · · · · · · · · · · · · ·
	On-site childcare
	Available at some worksites only
	Available at all worksites
	Breastfeeding facilities
	☐ Available at some worksites only ☐ Available at all worksites
	Childcare referral services
	Available at some worksites only
	☐ Available at all worksites
	☐ Internal support networks for parents
	☐ Available at some worksites only
	Available at all worksites
	Return to work bonus (only select this option if the return to work bonus is NOT the balance of paid parental leave
	when an employee returns from leave)
	Available at some worksites only
	Available at all worksites
	Information packs to support new parents and/or those with elder care responsibilities
	<ul> <li>☐ Available at some worksites only</li> <li>☐ Available at all worksites</li> </ul>
	☐ Available at all worksites ☐ Referral services to support employees with family and/or caring responsibilities
	Available at some worksites only
	☐ Available at some worksites  ☐ Available at all worksites
	☐ Targeted communication mechanisms, for example intranet/ forums
	Available at some worksites only
	Available at all worksites
	☐ Support in securing school holiday care
	Available at some worksites only
	Available at all worksites
	☐ Coaching for employees on returning to work from parental leave
	Available at some worksites only
	Available at all worksites
	Parenting workshops targeting mothers
	<ul><li>☐ Available at some worksites only</li><li>☐ Available at all worksites</li></ul>
	☐ Parenting workshops targeting fathers
	Available at some worksites only
	☐ Available at all worksites
	☐ None of the above, please complete question 11.2 below
	u have a formal policy and/or formal strategy to support employees who are experiencing family or domestic
violen	ice?
⊠ Ye	s (select all applicable answers)
	□ Policy
	Strategy
∐ No	(you may specify why no formal policy or formal strategy is in place)
	Currently under development, please enter date this is due to be completed
	Insufficient resources/expertise
	☐ Included in award/industrial or workplace agreements ☐ Not aware of the need
	□ Not a priority
	Other (please provide details):

12.







13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to suppo
	employees who are experiencing family or domestic violence?

Employee assistance program (including access to a psychologist, chaplain or counsellor)
☐ Training of key personnel
☐ A domestic violence clause is in an enterprise agreement or workplace agreement
Workplace safety planning     Workplace safety planning
Access to paid domestic violence leave (contained in an enterprise/workplace agreement)
oxtimes Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)
Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)
Referral of employees to appropriate domestic violence support services for expert advice
☐ Protection from any adverse action or discrimination based on the disclosure of domestic violence
☐ Provision of financial support (e.g. advance bonus payment or advanced pay)
☐ Offer change of office location
☐ Emergency accommodation assistance
Access to medical services (e.g. doctor or nurse)
Other (provide details):
No (you may specify why no other support mechanisms are in place)
Currently under development, please enter date this is due to be completed
☐ Insufficient resources/expertise
☐ Not aware of the need
☐ Not a priority
☐ Other (provide details):
Where any of the following options are available in your workplace, are those option/s available to both
AND men?
flexible hours of work

#### 14. women

- compressed working weeks
- time-in-lieu
- telecommuting
- part-time work job sharing
- carer's leave
- purchased leave
- unpaid leave.

Options may be offered both formally and/or informally.

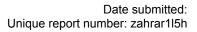
For example, if time-in-lieu is available to women formally but to men informally, you would select NO.

$\times$	Yes,	the opt	ion/s in	place a	re availa	ble to	both	women	and	men.
	No,	some/al	I options	are no	t availab	le to b	ooth v	vomen A	AND	men.

### 14.1 Which options from the list below are available? Please tick the related checkboxes.

Unticked checkboxes mean this option is NOT available to your employees.

N.4			
ivian	agers	Non-ma	anagers
Formal	Informal	Formal	Informal
		$\boxtimes$	$\boxtimes$
	$\boxtimes$		$\boxtimes$
$\boxtimes$		$\boxtimes$	$\boxtimes$
		$\boxtimes$	$\boxtimes$
$\boxtimes$		$\boxtimes$	
	$\boxtimes$		$\boxtimes$
		$\boxtimes$	
$\boxtimes$		$\boxtimes$	
$\boxtimes$		$\boxtimes$	
	Formal	Formal Informal    M	Formal Informal Formal    Mathematics   Math

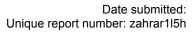






		☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details):
	14.4	If your organisation would like to provide additional information relating to gender equality indicator 4, please do so below:
		equality indicator 5: Consultation with employees on issues ing gender equality in the workplace
		quality indicator seeks information on what consultation occurs between employers and employees on issues inder equality in the workplace.
15.	Have y	you consulted with employees on issues concerning gender equality in your workplace?
	☐ Yes ⊠ No	(you may specify why you have not consulted with employees on gender equality)  Not needed (provide details why):  Insufficient resources/expertise  Not a priority  Other (provide details):
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.
The pr	evention	equality indicator 6: Sex-based harassment and discrimination  n of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy raining of managers on SBH is in place.
16.	Do yo	u have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?
		s (select all applicable answers)  Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Included in award/industrial or workplace agreement Not a priority Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?

14.3 You may specify why any of the above options are NOT available to your employees.







	<ul> <li>Yes</li> <li>No (you may specify why a grievance process is not included)</li> <li>□ Currently under development, please enter date this is due to be completed</li> <li>□ Insufficient resources/expertise</li> <li>□ Not a priority</li> <li>□ Other (provide details):</li> </ul>	
17.	Oo you provide training for all managers on sex-based harassment and discrimination prevention?	
	Yes - please indicate how often this training is provided:  At induction  At least annually  Every one-to-two years  Every three years or more  Varies across business units  Other (provide details):  No (you may specify why this training is not provided)  Currently under development, please enter date this is due to be completed  Insufficient resources/expertise  Not a priority  Other (provide details):	
	7.1 If your organisation would like to provide additional information relating to gender equality ind please do so below:	icator 6,

## Other

18. If your organisation has introduced any outstanding initiatives that have resulted in improved gender equality in your workplace, please tell us about them.

(As with all questions in this questionnaire, information you provide here will appear in your public report.)





## Gender composition proportions in your workplace

#### Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press **Submit** at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

#### Based upon your workplace profile and reporting questionnaire responses:

#### Gender composition of workforce

1. the gender composition of your workforce overall is 46.3% females and 53.7% males.

#### **Promotions**

- 2. 50.0% of employees awarded promotions were women and 50.0% were men
  - i. 40.0% of all manager promotions were awarded to women
  - ii. 57.1% of all non-manager promotions were awarded to women.
- 3. 11.6% of your workforce was part-time and 0.0% of promotions were awarded to part-time employees.

#### Resignations

- 4. 45.5% of employees who resigned were women and 54.5% were men
  - i. 40.0% of all managers who resigned were women
  - ii. 50.0% of all non-managers who resigned were women.
- 5. 11.6% of your workforce was part-time and 9.1% of resignations were part-time employees.

#### Employees who ceased employment before returning to work from parental leave

- i. 0.0% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- iii. N/A managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access	
List of employee organisations:	
CEO sign off confirmation	
CEO sign off confirmation	Confirmation CEO has signed the report:
CEO sign off confirmation  Name of CEO or equivalent:  Andrew Fagan	Confirmation CEO has signed the report: